



**Letter of Agreement between
Brighton Area Schools
And
Brighton Educational Support Personnel Association
Effective November 24, 2025**

Re: 2025-28 Student Nutrition Universal Free Meals Stipend

This Letter of Agreement (“LOA”) is entered into between the Brighton Area Schools (the “District”) and the Brighton Educational Support Personnel Association (“BESPA”)

WHEREAS, The Brighton Area Schools (the “District”) and the Brighton Educational Support Personnel Association (“BESPA”) are currently engaged in contract negotiations and are working from a collective bargaining agreement (“CBA”) between the parties that expired on June 30, 2025.

NOW, THEREFORE, The Parties agree as follows:

1. The intention of this stipend is to honor the breakfast/lunch number increase due to the Michigan School Meals Program established by the state of Michigan, beginning the 2023-24 school year, to offer universal free meals to all students. This LOA is intended to extend a similar LOA established for the 2023-24 and 2024-25 school years.
2. BAS Student Nutrition employees under the BESPA contract, will receive the following end of school year stipend for the 2025-26, 2026-27, and 2027-28 School Years, if they meet the requirements in section 3 below. They must hold the following Title/hours prior to June each year.
 - a. \$1000 - Coordinators, Managers, Drivers, Technicians, Head Cooks/Bakers, Clerks
 - b. \$750 - Assistants with four (4) or more contracted hours per day
 - c. \$500 - Assistants with less than four (4) contracted hours per day
3. Requirements to receive the stipend
 - a. Must be currently employed by BAS on the date in which the stipend is dispersed by payroll or retire after the last day of the school year.
 - i. If an employee is employed from the 1st day of the school year and retires between January 31 and the last day of the school year, they will receive 50% of the stipend.
 - b. Must be employed by BAS, with a start date on or previous to November 30 to receive 100% of the stipend.
 - i. Those employees with a start date, including and between December 1, and March 1, will receive 50% of the stipend.

Jacob Anastasoff

Assistant Superintendent of HR
anastasoffj@brightonk12.com



P: (810) 299-4090
F: (810) 299-4092



125 South Church St
Brighton, MI 48116

www.brightonk12.com



4. The stipend will be applied to the last paycheck in June of each school year that this LOA applies to.
5. The School District and the Association also agree that this Letter of Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties.
6. This Letter of Agreement is entered into on November 24, 2025 and expires on June 30, 2028, if the Michigan School Meals Program, offering universal free meals, continues through the 2027-28 School Year. If the Michigan School Meals Program, offering universal free meals, ends or the funding model is based on a District decision to fund universal free meals, the stipend in this LOA will be prorated based on the amount of days that universal free meals were offered during the school year. If the stipend is prorated, employees must have been employed in a student nutrition position and not on leave during the school days in which the universal free meals were offered.

On Behalf of the District:

On Behalf of BESPAs:



Jacob Anastasoff
Assistant Superintendent of HR



Stephanie Roth
BESPA President

Date 12/3/25

Date 12/3/25